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COÖPERATIVE EXTENSION WORK IN AGRICULTURE AND HOME ECONOMICS

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AND STATE AGRICULTURAL COLLEGES
COOPERATING



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WASHINGTON, D. C.

THIS LOOKS GOOD

WORK PLANNED AND WORK DONE.

The attached blue-print has been kindly furnished at our request by Mr. F. E. Balmer, County Agent Leader in Minnesota. It was submitted as a part of his annual report of county agent work for the year 1920. The compilation of data, study, analysis and interpretation which are involved in the preparation of a chart of this character can but be most helpful in increasing the efficiency of supervisory plans and help in county program development and execution.

The following quotation from the annual report makes the plan and preparation of the chart clear:

"COUNTY FARM BUREAU PROGRAMS OF WORK -- 1920

AND FACTORS DETERMINING PROGRAMS.

The county farm bureau programs of work of the State for 1920 have been charted and a careful study and comparison made by counties and projects, with a view to drawing conclusions and making interpretations. That the programs might be more easily compared and studied from state and district stand-points, a chart has been prepared whereby it is indicated on parallel lines by counties, and in vertical columns by projects, just what activities were planned to be undertaken in each county, and whether the work planned was actually executed or promoted.

The general project headings employed in the chart are Farm Bureau Organization, Improvement Organization, Marketing Organization, soils and crops, Livestock, Farm Economics, Junior Club Work and Home Interests.

Sub-divisions are made under each general project.

A copy of this chart is attached to the following page and made a part of this report. It has been arranged for analysis and as a suggestive guide in selecting and maintaining a balanced plan of work when leading farmers meet to pool their best judgment on a county program. Accordingly, it is the purpose to reproduce and distribute this chart with comments to county agents to be used in planning the programs of work for 1921.

What Charted Programs of Work Indicate.

The following conclusions are drawn with reference to the charted material:

1. The farm bureaus give considerable attention to better rural organization in three general fields.
 - (a) The development of the farm bureau organization itself as an agency to prosecute a program of work.
 - (b) Improvement organization such as crop improvement, livestock, general community organization, etc.
 - (c) Marketing organization. In general there is and has been keen interest on the part of farm bureaus in the improvement of marketing facilities. The chart indicates a little lack of prominence or definiteness in this field either through lack of appreciation of its importance or need, because it may not seem to offer as promising a field for effort or because in most communities of the counties these needs may have been met so far as local organization is concerned.
2. Crop improvement is receiving considerable attention by the bureaus, but not in so well an organized way as is the livestock work. The program chart seems to indicate that better crop demonstration and plot work may be increased to advantage. Weed, insect, and plant disease control are fairly well emphasized.
3. Under soils, drainage, liming and fertility problems are most often mentioned but are not emphasized as they are in other states.
4. Better stock is being more specifically emphasized than is better feeding. Very little attention is being paid to cropping plans for livestock needs. Feed and care being fundamentally first in securing net livestock returns, the table indicates that more interest should be centered on this phase of the livestock work. While disease control is fairly well represented, there is room for more effort along this line.
5. Under farm management, farm records, and farm labor are most often

mentioned in the programs. As before mentioned, the chart shows a weakness in not including specific plans for proper livestock feeds, cash crop, and fertility and rotation problems,-- a phase of soil, crop and livestock work that should be treated from the farm management standpoint.

6. Club work with livestock, crop and home activities is fairly well represented but should be increased.
7. The home project work is not well developed except in six counties where home demonstration agents are employed. However, a few other counties have given fair attention to this work.
8. Publicity, which is essentially a feature of farm bureau organization work, is not generally recognized in the county programs. This means of moulding and educating public opinion could be well increased.

What Programs Combined With Annual Reports Indicate.

After the annual reports were received, the results and accomplishments for the year were indicated on the same chart by a character so that work planned and work done can be easily distinguished. This combination of programs and results brings out the following points:

1. The necessity for more careful and more specific planning of county programs. While it should be expected, due to emergencies and seasonal developments, that the projects covered during the year to exceed those planned; nevertheless, some counties might advantageously reduce the number of projects covered and more strongly emphasise work on major problems.
2. The grand total of projects covered during the year was 1,191 while the grand total of all projects planned was 1,273.
3. 52.4 per cent of the projects mentioned in the county programs was covered during the year.
4. 41 per cent of the activities worked on during the year was not mentioned in the programs.
5. Marketing activities for the year equaled 125 per cent of those planned due to the development of Minnesota Potato Exchange interests and the wool pool project after plans were made out.
6. Soils and crop work equaled 87 per cent of work planned and was fairly well distributed.
7. Livestock activities equaled 66 per cent of work planned and its main weakness seems to be under the fundamental topic of feed and care.

Improvement in livestock work could come by holding the programs to definite projects that will be pushed.

8. Farm Management Activities equalled 65 per cent of those planned. However, specific cropping plans for livestock, cash crops and fertility needs should be more prominent. Rental contracts should be included.
9. Junior club activities covered 107 per cent of work planned. and represents the agricultural interests of the state very well.
10. Home activities equalled 99 per cent of work planned. In the new cut-over district the programs and work done reflect the closer relation of farm and home interest, while in the south and west districts the programs and work done center on the farm business. This bears out Doctor Carver's statement in regard to the lines of cleavage between the home and business especially after business and society become more complex.
11. Publicity as a means of reaching the people is fairly well utilized, but not recognized sufficiently in planning the work.

Factors Determining County Programs.

In all cases the executive committee of the county bureau goes over and gives official approval to the county program before it is published or executed. However the county agent, in many cases and especially if he has been on the job a year or more, outlines what he thinks is needed in the program and this is often O.K'd by the Board with slight changes. This method often leads to a program well suited to the agent's training and inclinations, but not always best suited to all the needs of the county. In too few cases the program is worked up from the pooled ideas and judgment of representative farmers.

The accompanying chart as a whole shows fairly good balance of projects, still when it is studied county by county there are many cases where a better balance is needed. Whether or not this is due to past and present methods of developing county programs, it is a part of farm bureau work that needs careful attention and perhaps some assistance from the staff of the office of the county agent leader. It is expected with the development of the community and township organizations and projects that the county programs will be better balanced and more nearly reflect the local needs and wishes of the members.